



# STATE OF CONNECTICUT

## DEPARTMENT OF AGRICULTURE OFFICE OF THE COMMISSIONER

F. Philip Prelli  
Commissioner



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### **AMERICANS WITH DISABILITIES ACT POLICY**

#### **Purpose**

The Department of Agriculture is committed to providing and promoting equal opportunities in all of its programs and services. This commitment includes adhering to the mandates of the Americans with Disabilities Act (ADA) of 1990, which makes it unlawful to discriminate against a qualified person with a disability in all aspects of the employment process and in the provisions of services and benefits.

#### **What is a "Disability" under the ADA?**

The ADA utilizes a three-prong definition of disability. An individual with a disability is any person who:

1. has a physical or mental impairment that substantially limits one or more major life activities;
2. has a record of such an impairment; or
3. is regarded as having such an impairment.

An individual must satisfy at least one of the three prongs of the above definition in order to be considered an individual with a disability under the ADA.

#### **Requesting Accommodations**

Qualified employees or prospective employees with disabilities may request accommodations in order to perform essential functions of their job or gain access to the hiring process. Such requests should be made to the ADA Coordinator for the Agency, the Human Resources Office or to the employee's manager or supervisor. The Department will reasonably accommodate the known physical or mental limitation of an otherwise qualified applicant or employee with a disability unless the accommodation would impose an undue hardship on its business operation.

#### **Commitment**

The Department of Agriculture is also committed to providing reasonable accommodations to qualified persons with disabilities. This will ensure the full and fair participation of all employees and the public in all Department programs and activities.

All policies, procedures, and employees will support and embrace our Department efforts and State programs that are designed to promote and achieve the principles of the Americans with Disabilities Act and those Connecticut laws and regulations that apply to individuals with disabilities.

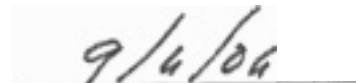
**For More Information**

This policy is posted and distributed to employees of the Department on an annual basis.

Diana McKenney, Personnel Officer 2, has been assigned as the ADA Coordinator for the Department of Agriculture. Any questions or concerns may be addressed to her attention at 165 Capitol Avenue, Hartford, CT 06106, or at (860) 713-5306.



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